

HAGERMAN SCHOOL DISTRICT #233

LOCAL EXCELLENCE IN ACHIEVEMENT PLAN 2013-2014

Statement of Purpose: To reward excellence in the Hagerman School District schools, the district will implement a Local Excellence in Achievement Plan. The plan rewards certified and classified personnel on district wide based on the following:

- 25% Will be an incentive divided evenly across the staff between both certified and classified. This will be proportionally based according to their FTE status when the district is rated a 3 Star or better according to the state formula. If that status is not achieved this portion of the achievement plan will be added to the 60% for student growth and achievement plan.
- 15% Will be an incentive to certified staff members for completion of “approved” professional development credits. Credits must be recognized by accredited institutions. Credit verification must be submitted in the district office on or before the last day of school. All credits earned by staff members during the school year (September thru August) will be totaled and divided into the distribution for this portion of differential pay to determine the value of each credit. The value of each credit will be multiplied by the number of credits each staff member earned to determine the amount of each stipend.
- 60% Will be an incentive for plans drawn by the secondary and elementary staffs that are directly tied to student growth and achievement. Certified staff will have equal opportunity for earnings but will not necessarily receive equal amounts of this distribution. Individual shares will be earned for meeting the measurable outcomes. The number of shares will be determined and divided into the distribution for this portion of differential pay to determine the value of each share. The value of each share will be multiplied by the number of shares each staff member earned to determine the amount of each stipend. Secondary and elementary will have an opportunity of 55/45% of this amount respectively. This number is based on the number of teachers in each building.
 - K-3 student achievement/growth based on IRI outcomes.
 - 4-5 student achievement/growth based on STAR Reading outcomes.
 - 6-12 student growth on unit assessments given during each trimester. The second piece of the plan will be the finishing of written EOC’s for each class.

K-5 Student Growth

Shares may be earned based on student growth of fall to spring IRI and STAR Reading scores. Teachers will receive a 1.0 share if 70% of students in grades K-5 show growth on fall to spring scores.

Secondary Plan

50% for writing EOC's. Each teacher earns .5 of a share for finishing the EOC's for each trimester.

50% for student growth and achievement on EOC's. Each teacher earns .5 of a share if at least 70% of the students demonstrate growth on the pre to post EOC OR, score at least a 70% on the post EOC.

Certified staff members who are not specifically assigned students (Counselor, Special Education, etc.) will receive proportional incentives with other staff members as they are part of the overall success of the students.